



AIR FORCE INTERNATIONAL AFFAIRS

Workforce Initiatives Newsletter

SPRING 2007

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GET INVOLVED

Workforce Initiatives POC

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A Message from Mr. Bruce S. Lemkin

Deputy Under Secretary of the Air Force, International Affairs

Welcome to the spring 2007 edition of the Air Force International Affairs (IA) Workforce Initiatives Newsletter. This edition provides updates on the implementation of the International Affairs Career Field (IACF) and career development programs available to all IA team members.

Over the past year, we made significant progress towards implementing the IACF and achieving full operational capability in October 2007. IACF implementation comes at a time of great importance as our Air Force transforms and re-shapes itself to meet the challenges presented by the global war on terrorism. IACF will prepare our civilians for success in this dynamic environment through focused, deliberate development at the right point in their careers.

Strengthening defense relationships through IA programs is essential to achieving US national security objectives. Building these critical relationships requires skilled, knowledgeable, and experienced IA professionals. IACF provides education, training, and assignment experiences that will develop our workforce to effectively execute IA programs, while emphasizing the importance of advanced education, foreign language skills, cross-functional career broadening, and mentorship. These components will maximize training and placement opportunities for our civilians and will equip our team members to adapt and meet the challenges of the changing global security environment.

I encourage you to read this newsletter and visit our website at www.iaprograms.net. My point of contact for IA Workforce Initiatives is Ms. Angela Kravetz. If you have any questions or comments, please feel free to contact her at 703.588.8994 (DSN 425) or email Angela.Kravetz@pentagon.af.mil.

International Affairs Career Field

Developing civilians to execute IA programs

The International Affairs Career Field (IACF) began initial operations in March 2006 with the placement of a Career Field Management Team (CFMT) at the Air Force Personnel Center, Randolph Air Force Base. In 2006, the CFMT and the IACF Development Team (DT) worked together to define IACF management responsibilities and developed an IACF vision and mission that lay the foundation for future implementation activities. Additionally, the CFMT and DT established a Position Management Panel and a Training and Education Panel. These two executive panels are tasked to recommend policy and procedures associated with Career Field operations and management, and to develop a strategy to fully implement the Career Field by October 2007.

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Visit
www.iaprograms.net
for complete program details

International Affairs Career Field

Developing civilians to execute IA programs

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Over the past year, the CFMT, DT, and executive panels defined four key functions of the Career Field: Position Management, Civilian Development, Career Field Management, and Career Field Oversight. These functions will work together to create a civilian workforce that is responsive to mission requirements and to meet IA community needs for skilled, knowledgeable, and experienced IA professionals. In order to implement IACF key functions, the DT must identify and determine qualified candidates for referral to position vacancies; recruit interns to provide a cadre of highly-skilled, entry-level personnel; and advocate continuing education and functional training as a vital part of career development.

The DT also recognizes that effective IA leaders are critical to the success of the Career Field and IA programs. Therefore, through central management of core positions within the IACF, the DT and senior IA leaders will deliberately develop team members for leadership positions of increasing responsibility in the Career Field. Those core positions are termed Centrally Managed, and are operational and strategic level positions (GS-13 through GS-15 grade level or NSPS equivalent) within the Career Field. Today, there are 115 Centrally Managed positions in the IACF, which are located at the Air Force Security Assistance Center (AFSAC), Air Force Security Assistant Training (AFSAT) Squadron, and Secretary of the Air Force, International Affairs (SAF/IA).

In addition to ensuring IACF places the right people in the right IA positions, the DT also focuses on managing a robust education and training program. Leadership education and clearly defined development requirements will integrate the development of IA civilians with their military counterparts in order to produce a Total Force that can lead and be managed as one. The IACF Training and Education Panel has created development templates that outline the training, education, and experience required for progression through the tactical, operational, and strategic development levels of IACF.

Recently, the Air Force Personnel Center (AFPC) Transition–Civilian Development Plan website (<https://www.t-cdp.hq.af.mil>) was launched to provide Air Force personnel a tool to identify their career progression and goals. IACF team members will be able to use this tool in conjunction with the IACF development templates and supervisor support to develop effective long-term career plans.

At the beginning of each fiscal year, the Career Field Manager will distribute a T-CDP call letter requesting T-CDPs from IA team members and announcing the T-CDP review schedule. The DT will use T-CDPs to review team member goals for training, education, and assignments, and then prioritize and allocate developmental and functional training opportunities. All personnel interested in Career Field sponsored training and development opportunities must complete a T-CDP to receive feedback from the DT in the form of training, education, and assignment vectors.

In February 2007, the DT held its first operational meeting to vector team members occupying IACF Centrally Managed positions. The results of this meeting will determine who will participate in FY07 developmental opportunities to include Civilian Developmental Education, Career Broadening, and short term leadership and management training. This year, the IACF DT and CFMT will work together to update last year's communications briefing reflecting the progress made to stand up the IACF and the dynamics associated with the management of IACF.

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For more detailed information about the items mentioned in this article, please visit the IA Programs website at: www.iaprograms.net/iacf or contact the CFMT at (210) 565-1758 or afpc.dpidc@randolph.af.mil.

Global Master of Arts Program II

Providing Graduate Education for International Affairs Professionals

The Global Master of Arts Program (GMAP) II, the public-sector focused version of The Fletcher School's original yearlong graduate program in international relations, concluded the 2006-2007 academic year on March 17, 2007. The purpose of GMAP II is to improve the quality and professionalism of the international affairs workforce. The program is designed for Foreign Military Sales (FMS) admin-funded mid-level managerial and professional civilian and military personnel within the Security Cooperation field. The GMAP II is a 12-month program that culminates in a Master of Arts degree from The Fletcher School at Tufts University. This part-time program combines three two-week residency sessions with state-of-the-art internet based courses of study. The application period for the GMAP II academic year 2008-2009 will begin this summer.

The applicability of the education gained from GMAP II is far superior to other graduate classes I have taken. The opportunity to work with other students from different organizations and different societies provided us with a much broader and larger perspective than we would have gained from other schools.

Samar Hamdan

GMAP II Class of 2007 graduate

Announcement of Selected Students for the Class Beginning March 2007

In December 2006, the Air Force GMAP II Review and Selection Board met to consider applicants for the 2007-2008 academic year. The board selected four candidates and forwarded Air Force nominees to the Defense Institute of Security Assistance Management (DISAM) and Tufts University for consideration. DISAM and Tufts unanimously approved the recommended applicants. SAF/IA is proud to announce the following individuals began their course of study February 26, 2007:

- > Ms. Xaviera Fontan, SAF/IARL
- > Mr. Ajay Malhotra, ESC/XPG
- > Captain Marco A. Cardenas, ACSS/GFI
- > Captain Christopher D. Forrest, 435 FTS/DOF

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If you are interested in learning more about the program or applying for the March 2008 class, please visit http://www.iaprograms.net/grad_studies or contact Ms. Angela Kravetz at 703.588.8994 (DSN 425), e-mail: angela.kravetz@pentagon.af.mil.

Mentorship

Developing Well-Rounded, Professional, and Competent IA Leaders

In March 2006, SAF/IA established a formal Mentorship Program to help every member of the SAF/IA team, civilian and military, reach their full potential. This program encourages and facilitates interaction between mentees, mentors, and senior leadership through individual dialogue and group discussion sessions. Participants have created diverse plans for education and personal development and have expanded their professional networks.

Mentorship is an important element of the International Affairs Career Field. It is a valuable resource that allows personnel at all levels to leverage the knowledge, expertise, and insight of more experienced individuals to improve their performance and enhance their opportunities for career advancement. The SAF/IA Mentorship Program framework is available to all IA commands.

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For more information about the SAF/IA Mentorship Program framework or to find out how to implement a program in your location, please contact Ms. Angela Kravetz at 703.588.8994 (DSN 425), e-mail: angela.kravetz@pentagon.af.mil.

Certification and Career Development Program (CCDP)

Recognizing Certification Recipients and Reinforcing Call for Applications

CCDP is now managed under the framework of the International Affairs Career Field (IACF). This oversight will provide IACF Development Team access to a list of qualified team members who may be targeted for positions of increased responsibility within the Career Field. Additionally, this will better integrate IA certification as a means to facilitate an individual's success in IA positions throughout the Air Force.

In August 2006, the Defense Security Cooperation Agency launched the Personnel Initiatives website (<http://www.personnelinitiatives.org/AFNotice.asp>) in partnership with the Military Departments to track education, training, and certifications for all IA professionals in the DoD. Through this automated tool, individuals may record their training and education history and evaluate future training needs as well as apply for IA certification.

IA team members who meet experience and training requirements can achieve certification by submitting a detailed application electronically to their supervisor. Supervisor-approved applications will be reviewed tri-annually by the CCDP Review Board conducted by the office of the Deputy Under Secretary of the Air Force, International Affairs (SAF/IA). The Review Board will verify and endorse supervisor-approved applications based on Department of Defense (DoD) International Affairs Certification Guidelines.

Certification Review Board Results

In March 2007, the CCDP Review Board met and endorsed 89 supervisor-approved applications. Listed below are those individuals who earned certification.

Level I

Rodney B. Adams
Valerie Blake Alls
Capt Johnathan M. Artis
Bruce Baughman
Justin A. Bell
Debbie Boe
Barbara J. Bryant
John V. Buckley
Maj John James Casey IV
Debbie L. E. Champeau
Tracy Chau
Edward C. Cimmino
Kimberly J. Clowser
Maj Charles J. Cooper
Deborah C. Crothers
Brigetta Deem
M. Tyler DeGroot
Blake D. DeVold
Delilah Frohman
Brenda G. Frost
Alrick H. Fuller
Heidi Furse
Lt Col Charles S. Gerstenecker

Maj William A. Glasscock
Wendell N. Graham
Ivory V. Grant
2Lt Elesabeth Anne Gutierrez
Michael H. Hahn
Edie Haise
Patricia L. Jones
Kathryn L. Keller
Valerie F. Kimball
Jacob B. Kolb
Deborah Lee Korb
Roger D. Larch
Diane M. Manning
Michael R. Martin
MSgt John F. McCabe III
Maj Ryan J. Millay
Anthony R. Munson
Edward A. Nef
Anthony Nichols
Jack S. Nickell
David M. Reed
Tina Roberts
Gloria G. Robinson
Carlos E. Romero, Jr.

Maj Iqbal A. Sayeed
Benny Seawright
Capt Sean Simmons
JoAnn C. Smith
Tuja Stuard
Zachariah J. Thompson
Marie E. Tinka
Megan B. Tirey
Lt Col Lance Tokunaga
Angie Trego
Maj Orlando E. Vilches
Kim Vincent
Frank R. Washburn, Jr.
Connie L. Whittington
Glenn C. Wintrich III
Maj John P. Zapata

Level II

Maj Michael Astahoff
Sean DeLany
Lt Col Michael Ericksen
Dorothy K. Green
Maj William L. Hales
Capt David E. Ham

Maj William E. M. Hewitt
Ellen D. Jenkins-Moorman
Kevin R. Lively
Nancy Lyle
Scott A. McCoy
Claudia P. Neal
Marcus Riddle
Maj Christopher Spigelmire
Michelle A. Trush
Thomas W. Wharton

Level III

Glenn E. Anderson III
Bruce C. Balbin
Lt Col Craig L. Gagnon
Col Karl Johnson
Maj Scott MacKenzie
Steven R. Miller
Lt Col Michael T. Roche
Wanda C. Siefke
Kenneth Smith, Jr.
Capt Steven C. Taylor

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SAF/IAPC is currently accepting certification applications for the June 2007 Review Board. IA team members must apply electronically through the Personnel Initiatives website. Details about CCDP, including certification requirements, restrictions, and application timelines, are available at www.iaprograms.net/ccdp.